



2017 Report of the Reference Committee on Organization & Finance

National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 **The Reference Committee on Organization & Finance has considered each of the items**
2 **referred to it and submits the following report. The committee's recommendations on each**
3 **item will be submitted as a consent calendar and voted on in one vote. Any item or items**
4 **may be extracted for debate.**

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ITEM NO. 1: RESOLUTION NO. 4001: ADDING DIVERSITY TO THE AMERICAN ACADEMY OF FAMILY PHYSICIANS BOARD OF DIRECTORS

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RESOLVED, That the American Academy of Family Physicians add one seat to the Board of Directors for the four under-represented constituency leader groups (e.g. International Medical Graduate, Lesbian, Gay, Transgender, Minority, and Women), and be it further

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RESOLVED, That the new board seat for under-represented constituency leader groups (e.g. International Medical Graduate, Lesbian, Gay, Transgender, Minority, and Women) would be for a one-year term, elected at the National Conference of Constituency Leaders meeting annually in a similar fashion as the new physician board member.

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The reference committee heard testimony in support of the resolution that would add an additional seat to the Board of Directors that represents member constituencies not already represented by the New Physician. It was noted as reported by Harvard Business Review that diversity is important for an organization and, in particular, on a Board. It not only provides different points of view, it strengthens the resolve of Board decision making. It was expressed that the current Board composition could be more diverse, reflecting the changing membership.

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The reference committee supports the spirit of the resolution and the concept of adding diversity to the Board and increasing leadership opportunities. As member constituencies can change over time, the committee agreed that it is important not to be limited to the current four constituencies. The committee was also supportive of the one-year term which would allow for more leadership opportunities.

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RECOMMENDATION: The reference committee recommends that Substitute Resolution No. 4001, which reads as follows, be adopted in lieu of Resolution 4001:

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RESOLVED, That the American Academy of Family Physicians add one additional seat to the Board of Directors from the member constituencies, and be it further

1 **RESOLVED, That the new member constituency board seat be for a one-year**
2 **term, elected at the National Conference of Constituency Leaders annually in a**
3 **similar fashion as the new physician board member.**
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5 **ITEM NO. 2: RESOLUTION NO. 4002: ESTABLISH A RURAL FAMILY MEDICINE**
6 **CONSTITUENCY**
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8 RESOLVED, That the American Academy of Family Physicians create a Rural Family
9 Medicine Constituency at the AAFP National Conference of Constituency Leaders.
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11 Testimony was provided to the reference committee in support and opposition to the resolution.
12 Testimony in support emphasized rural physician isolation. Acknowledging that while there is a
13 Rural Health Member Interest Group (MIG), National Conference of Constituency Leaders (NCCL)
14 representation would provide an opportunity for these family physicians to meet in person, form
15 relationships and discuss issues that impact them and their communities. Testimony in opposition
16 shared empathy for physicians in rural communities, while noting that practicing in a rural, urban, or
17 hospital setting is a practice choice versus who they are as a physician.
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19 The reference committee discussed and agreed that rural physicians are not an underrepresented
20 constituency and for this reason the resolution does not align with the AAFP's member
21 constituency definition. The committee acknowledges the challenges rural physicians face and
22 note that there are other ways rural physicians can connect such as the Rural Health MIG.
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24 **RECOMMENDATION: The reference committee recommends that Resolution No. 4002 not**
25 **be adopted.**
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27 **ITEM NO. 3: RESOLUTION NO. 4003: AMERICAN ACADEMY OF FAMILY PHYSICIANS**
28 **PHYSICIAN BURNOUT RESOURCES – CHECK TITLE ON SUBMISSION FORM**
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30 RESOLVED, That the American Academy of Family Physicians (AAFP) places physician
31 burnout resources as a direct tab under Member Services on the AAFP website.
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33 The reference committee heard passionate testimony on the increasing issue of physician burnout
34 and in support of the resolution. As a complex issue, the resolution was intended as one step to
35 help physicians. In review of the American Academy of Family Physicians (AAFP) website, there
36 was little information on the topic and it was difficult to find. All the testimony encouraged the
37 AAFP to place emphasis on this issue; create resources; and make the resources easy to find.
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39 The reference committee agreed that physician burnout was a concerning issue and important to
40 address. The committee received background information on AAFP's Physician Well-being
41 initiative. Currently, staff is developing an online portal which will contain a survey tool to aid in
42 burnout identification as well as information, resources and tools to support members with their
43 well-being. The portal will launch in September 2017. Family Medicine Experience (FMX) will
44 have a Physician Well-being track and a Physician Well-Being Conference is planned for spring of
45 2018. The reference committee supports the initiative and the work already being done on
46 physician burnout and has confidence the AAFP will make sure these resources are emphasized
47 and readily available when they roll out.
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49 **RECOMMENDATION: The reference committee recommends that Resolution No. 4003 not**
50 **be adopted.**
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1 **ITEM NO. 4: RESOLUTION NO. 4004: NON-DISCRIMINATORY MEETING LOCATIONS**

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3 RESOLVED, That the American Academy of Family Physicians (AAFP) ~~schedule when~~
4 ~~scheduling~~ meetings and events, ~~consider giving~~ preference ~~be given~~ to locations with
5 policies and laws consistent with the AAFP policy on discrimination. ADOPTED AS
6 AMENDED
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8 The reference committee heard testimony in support of the resolution. The author emphasized that
9 the intent was not to prohibit AAFP meetings from being held in locations that have laws
10 inconsistent with the AAFP policy on discrimination, but to favor locations that support non-
11 discriminatory policies that are aligned with the AAFP. The reference committee acknowledges the
12 spirit of inclusivity in the resolution. The reference committee also discussed the tremendous
13 responsibility the AAFP has to deliver meetings that meet the diverse needs of its membership.
14 Staff has to balance member needs with other factors such as financial considerations, logistical
15 matters inherent with working with vendors, as well as adhering to applicable and changing
16 regulations. The reference committee recognizes the challenges with event planning and that
17 events are often planned years in advance. The reference committee trusts that the AAFP will
18 continue to take member feedback into consideration and produce quality meetings with a spirit of
19 inclusivity.
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21 **RECOMMENDATION: The reference committee recommends that Resolution No. 4004 not**
22 **be adopted.**
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24 **ITEM NO. 5: RESOLUTION NO. 4005: GENDER NEUTRAL RESTROOMS AT AMERICAN**
25 **ACADEMY OF FAMILY PHYSICIANS EVENTS**
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27 RESOLVED, That the American Academy of Family Physicians (AAFP) ensure at least one
28 (or more) gender neutral restroom stall(s) at all national AAFP events that is not a
29 participant's hotel room, and be it further
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31 RESOLVED, That all American Academy of Family Physicians (AAFP) event restrooms
32 including gender neutral restroom(s) be labeled on the AAFP event mobile application map.
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34 The author of the resolution asked the AAFP to embrace the diversity of its membership and
35 provided examples of how other non-AAFP meetings have implemented ways to provide gender
36 neutral bathrooms. The reference committee supports the concept of the resolution and recognizes
37 challenges the AAFP may encounter with varying laws and facility policies.
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39 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
40 **4005 which reads as follows, be adopted in lieu of Resolution No. 4005:**
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42 **RESOLVED, That the American Academy of Family Physicians (AAFP) ensure the**
43 **provision of a gender neutral restroom(s) at national AAFP events when able to do**
44 **so and, be it further**
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46 **RESOLVED, That all American Academy of Family Physicians (AAFP) event**
47 **restrooms, including gender neutral restroom(s), be labeled on the AAFP event**
48 **mobile application map.**
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50 **ITEM NO. 6: RESOLUTION NO. 4006: WALKING THE WALK**
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1 RESOLVED, That the American Academy of Family Physicians (AAFP) review AAFP
2 personnel policies and ensure continued alignment with AAFP non-clinical policy
3 statements.
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5 The reference committee heard testimony in support of the AAFP aligning its staff policies with
6 non-clinical policies established by the membership. Those that testified believe the AAFP can
7 demonstrate support of these positions by aligning staff benefits and policies to be consistent with
8 non-clinical policies. The reference committee commends the authors for their consideration of
9 staff. The reference committee also recognizes that the current number of non-clinical policies is
10 not insignificant. As currently written the vague wording can be broadly interpreted leading to
11 unintended consequences for staff.
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13 **RECOMMENDATION: The reference committee recommends that Resolution No. 4006 not**
14 **be adopted.**
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16 **ITEM NO. 7: RESOLUTION NO. 4007: OPPORTUNITIES TO ENCOURAGE GRADUATING**
17 **RESIDENTS TO MAINTAIN MEMBERSHIP WITHIN THE AMERICAN ACADEMY OF FAMILY**
18 **PHYSICIANS**
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20 RESOLVED, That the American Academy of Family Physicians (AAFP) explore
21 opportunities to specifically reach out to and engage graduating residents and recently
22 graduated family physicians on the benefits of AAFP membership for physicians in an
23 employed setting, and be it further
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25 RESOLVED, That the American Academy of Family Physicians develop language to help
26 residents negotiate for employer to support state and national specialty society membership
27 dues within their compensation/CME package, and be it further
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29 RESOLVED, That the American Academy of Family Physicians (AAFP) expand the
30 discounted dues program to graduated resident members who continuously maintain
31 membership for the first three years following completion of their family medicine residency
32 and increase visibility of this option on the AAFP website, as well as better publicize this
33 information among graduating residents.
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35 The reference committee heard testimony from one of the authors of the resolution. The co-author
36 shared personal experience about newly employed graduates being disconnected from the value
37 and benefits of AAFP membership. The reference committee understands graduating residents is
38 an at-risk group for maintaining membership. Graduating residents and employed physicians
39 continue to be an area of focus for staff and the Commission on Membership and Member
40 Services. Previously, this segment was provided a tiered discounted dues structure for the first
41 three years following residency completion. This dues structure was discontinued because it did
42 not yield the results intended. Currently, this segment is provided discounted dues following the
43 first year from residency completion and is offered special discounts and pricing. The reference
44 committee agrees the AAFP can expand its resources on contract negotiations to include language
45 for employers to provide financial support for membership dues. The reference committee also
46 acknowledges that the AAFP continues to look for ways to recruit and retain this critical segment of
47 membership.
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1 **RECOMMENDATION: The reference committee recommends that Substitute Resolution No.**
2 **4007, which reads as follows, be adopted in lieu of Resolution No. 4007:**

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4 **RESOLVED, That the American Academy of Family Physicians develop language to**
5 **help residents negotiate for employers to support state and national specialty**
6 **society membership dues within their compensation/CME package.** **EXTRACTED**

7 **ADOPTED**

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1 **ITEM NO. 8: RESOLUTION NO. 4008: AMERICAN ACADEMY OF FAMILY PHYSICIANS**
2 **FUNDING FOR IMG DELEGATE TO NATIONAL CONFERENCE OF CONSTITUENCY**
3 **LEADERS**
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5 ~~RESOLVED, That the American Academy of Family Physicians provide funding to each~~
6 ~~chapter for at least one International Medical Graduate delegate to attend the National~~
7 ~~Conference of Constituency Leaders, similar to current funding provided for New Physician~~
8 ~~delegates.~~
9

10 RESOLVED, That the American Academy of Family Physicians survey its IMG membership
11 to identify possible causes of declining attendance at national meetings. Adopted as
12 Amended
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14 The reference committee heard testimony in support of and opposition to this resolution. The intent
15 of the resolution is to provide funding to chapters to expand International Medical Graduate (IMG)
16 attendance. Testimony in support of the resolution expressed a concern for decreasing IMG
17 attendance at NCCL. With the increase of IMGs in the specialty, their voice and representation is
18 needed at NCCL. Opposition testimony noted that the reason for the decline in attendance has not
19 been identified and cost may not be the only or primary issue. Currently, travel funding is provided
20 to chapters for three attendees to the AAFP Leadership Conference and a fourth for New
21 Physician Constituency delegates. Based on a number of factors, each chapter determines which
22 member attendee receives travel funds.
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24 The reference committee is in support of the goal to increase IMG attendance but lacks evidence
25 funding is the problem or solution. The committee is supportive of the current policy that gives the
26 chapters the ability to determine how current funding is utilized.
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28 **RECOMMENDATION: The reference committee recommends that Resolution No. 4008 not**
29 **be adopted.**
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2 **I wish to thank those who appeared before the reference committee to give testimony and**
3 **the reference committee members for their invaluable assistance. I also wish to commend**
4 **the AAFP staff for their help in the preparation of this report.**

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6 Respectfully Submitted,

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10 _____
11 Brent Sugimoto, MD. MPH – CHAIR
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13 Shauna Guthrie, MD. MPH – New Physician
14 Valerie Mutchler-Fornili, MD – Women
15 Marian Allen, MD – LGBT
16 Sneha Chacko, MD – Minority
17 Amber Cheema, MD – IMG
18 Mollie Cecil, MD (Observer)